

Applies to: Regular staff members with the exception of those represented by a bargaining unit.

I. Policy

Salary programs will be established as follows:

1. Positions with similar duties, responsibilities, and qualifications will be grouped into the same classification within the appropriate career family/job family.
2. Starting and promotional salaries will be established by comparing qualifications and experience to that of incumbents within the same classification in the department and market information.
3. Individual performance may be rewarded periodically by providing merit pay increases in accordance with published guidelines.

See: [SPG 201.34: New and Changed Positions](#)

Notes:

Reviewed June 21, 2016, no changes.

Attachment	Size
Printable PDF of 201X07 Salary Programs.pdf	19.06 KB

SPG number:

201.07

Date issued:

July 1, 2005

Last updated:

June 21, 2016

Next review date:

June 21, 2021

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Regular staff members with the exception of those represented by a bargaining unit.

Owner:

University Human Resources and the Office of the Provost and Executive Vice President for Academic Affairs

Primary contact:

Staff HR Compensation and Classification

Related policies:

[New and Changed Positions](#)

website (spg.umich.edu) for the official, most recent version.